

- **Burrell and Morgan:**
  - **Unitary frame of reference:** Emphasis is placed on common organizational goals. Within organizations, conflict is seen as *rare* and *negative*, and management has a prerogative of power. Organizations want to be seen as happy, and under control via strong leaders. Applies to systematic organization.
  - **Pluralist frame of reference:** The organization is composed of different groups which all have different interests. Conflict is seen as positive and inherent to organizational communication. Applies to cultural organization.
  - **Radical frame of reference:** The organization is viewed as a battleground where management and employees strive to achieve conflicting ends. Applies to critical and feminist organization.
- **The Pervasiveness of Power:**
  - **Power** is an extremely important concept for the critical theorist. It is viewed as a defining feature of organizational life.
  - **Traditional approach:** Power is a relatively stable entity that people or entire groups have. Researchers that adapt this approach equate power to control over resources or with the system of hierarchy within an organization.
  - **Symbolic approach:** Power is a product of communicative interactions and relationships. How do relationships affect/create power dynamics?
  - **Radical-Critical approach:** The theorist is concerned with the “deep structures” that produce and reproduce relationships in organizational life. These theorists believe there are contradictions between the “surface structure” and the “deep structure” of power that must be explored.
- **Feminist approaches:**
  - Emphasizes **activism** and an intellectual framework that sees issues of **feminism** and organizing within a constitutive framework
    - The first intellectual framework contains the ideas that organizations are inherently patriarchal. Stereotypically male characteristics are valued in the workplace, where stereotypically female characteristics are downplayed.
    - Gender is a primary way in which identity and power relations are configured
    - Work is a primary place to see gender identity and power relations get organized
    - Dominant systems of gender privilege men and masculinity relative to women and femininity, but these systems are not rigid or neatly drawn out
    - Gender, power, and organization are continuously created and changed in ongoing everyday life and that this is accomplished through communication

- Material conditions are also important to understand gender, organization, and power
- This is an extremely popular topic in today's society, especially the topic of feminist activism as a whole. People want to change institutional sexism along with social sexism overall.